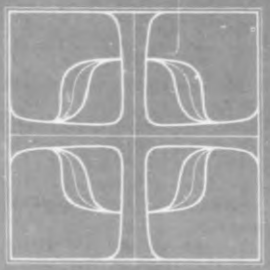
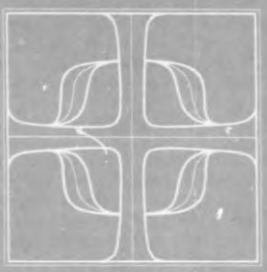


Journal of Applied Psychology

VOLUME 66, NUMBERS 1–6
FEBRUARY–DECEMBER, 1981

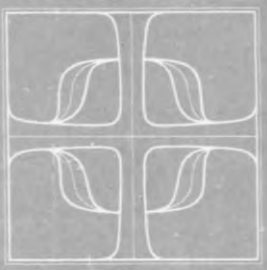


EDITOR

John P. Campbell, *University of Minnesota*

ASSOCIATE EDITORS

Irwin Goldstein, *University of Maryland*
Charles L. Hulin, *University of Illinois*



ISSN 0021-9010
Published bimonthly by the
American Psychological Association
1200 Seventeenth Street, N.W., Washington, D.C. 20036

Copyright © 1981 by the American Psychological Association, Inc.

Consulting Editors

Earl A. Alluisi, *Air Force Human Resources Laboratory, Brooks Air Force Base, Texas*
Alan R. Bass, *Wayne State University*
James A. Bayton, *Howard University*
Milton R. Blood, *Georgia Institute of Technology*
Jeanne Brett, *Northwestern University*
Donald E. Broadbent, *Oxford University*
H. Peter Dachler, *Hochschule St. Gallen fur Wirtschafts und Sozialwissenschaften, Switzerland*
Pieter J. D. Drenth, *Free University, Amsterdam, The Netherlands*
Albert S. Glickman, *Old Dominion University*
Leonard V. Gordon, *State University of New York at Albany*
David Kipnis, *Temple University*
Edward E. Lawler, *University of Michigan*
Edwin A. Locke, *University of Maryland*
William G. Mollenkopf, *Proctor & Gamble Company, Cincinnati, Ohio*
Jerry C. Olson, *Pennsylvania State University*
Karlene H. Roberts, *University of California, Berkeley*
Leonard G. Rorer, *Miami University*
Ivan Ross, *University of Minnesota*
Frank L. Schmidt, *Office of Personnel Management, Washington, D.C.*
Stanley E. Seashore, *University of Michigan*
Mary L. Tenopyr, *American Telephone & Telegraph Company, Basking Ridge, New Jersey*
J. E. Uhlaner, *Perceptronics, Woodland Hills, California*
Paul F. Wernimont, *3M Company. St. Paul, Minnesota*
Kenneth N. Wexley, *Michigan State University*
Gary A. Yukl, *State University of New York at Albany*
Sheldon Zedeck, *University of California, Berkeley*

APA Journal Staff

Anita DeVivo
Executive Editor

Ann I. Mahoney
Manager, Journal Production

Deborah C. Farrell
Production Supervisor

Julie Hoxie
Production Editor

Robert J. Hayward
Advertising Representative

Juanita Brodie
Subscription Manager

Author Index to Volume 66

Key to Pagination

Issue No.	*Month*	*Pages*	*Issue No.*	*Month*	*Pages*
1	February	1–126	4	August	399–524
2	April	127–259	5	October	525–654
3	June	261–397	6	December	655–733

ARTICLES

Adams, Jerome. *See* Tolchinsky, Paul D.
Adler, Seymour, and Golan, Jacob. Lateness as a withdrawal behavior 544
Adler, Seymour. *See* Weiss, Howard M.
Alexander, Ralph A. *See* Barrett, Gerald V.
Allen, Robert E., and Keaveny, Timothy J. Correlates of university faculty interest in unionization: A replication and extension 582
Alvares, Kenneth M. *See* Hazer, John T.
Anderson, Carl R. *See* Bartol, Kathryn M.
Arkes, Hal R., Wortmann, Robert L., Saville, Paul D., and Harkness, Allan R. Hindsight bias among physicians weighing the likelihood of diagnoses 252
Arvey, Richard D. *See* Maxwell, Scott E.

Baird, John C., and Brier, Judith M. Perceptual awareness of energy requirements of familiar objects 90
Baker, Douglas. *See* Luthans, Fred.
Barrett, Gerald V., Phillips, James S., and Alexander, Ralph A. Concurrent and predictive validity designs: A critical reanalysis 1
Bartol, Kathryn M., Anderson, Carl R., and Schneier, Craig Eric. Sex and ethnic effects on motivation to manage among college business students 40
Baumeister, A. A. *See* Zaharia, E. S.
Baxter, James C., Brock, Barbara, Hill, Peter C., and Rozelle, Richard M. Letters of recommendation: A question of value 296
Baxter, James C. *See* Rozelle, Richard M.
Beauvais, Laura L. *See* Rush, Michael C.
Berman, Michael. *See* Hammer, Tove Helland.
Bernardin, H. John, and Smith, Patricia Cain. A clarification of some issues regarding the development and use of behaviorally anchored rating scales (BARS) 458
Bigby, Dave. *See* Osburn, H. G.
Blackburn, Richard S., and Mitchell, Michelle. Citation analysis in the organizational sciences 337
Bradley, John S. *See* Jonah, Brian A.
Breaugh, James A. Predicting absenteeism from prior absenteeism and work attitudes 555
Breen, John P. *See* Stern, Robert M.
Brier, Judith M. *See* Baird, John C.
Brock, Barbara. *See* Baxter, James C.
Brousseau, Kenneth R., and Prince, J. Bruce. Job–person dynamics: An extension of longitudinal research 59
Brown, Steven H. Validity generalization and situational moderation in the life insurance industry 664
Burnett, John J. Internal–external locus of control as a moderator of fear appeals 390

Callender, John C. and Osburn, H. G. Testing the constancy of validity with computer-generated sampling distributions of the multiplicative model variance estimate: Results for petroleum industry validation research 274
Camp, Cameron J. *See* Maxwell, Scott E.
Caplan, James R. *See* Schmidt, Frank L.
Cattin, Philippe. The predictive power of ridge regression: Some quasi-simulation results 282
Correction to Cattin 414
Chattin, Craig. *See* Moeller, George.
Christie, Donald F. M., and Ellis, Hadyn D. Photofit constructions versus verbal descriptions of faces 358

Clifford, Brian R. and Hollin, Clive R. Effects of the type of incident and the number of perpetrators on eyewitness memory 364
Cone, Walter L. *See* Spector, Paul E.
Cooper, William H. Conceptual similarity as a source of illusory halo in job performance ratings 302
Courtois, Michael R., and Mueller, John H. Target and distractor typicality in facial recognition? 639
Cowen, Emory L. *See* Kaplan, Elizabeth M.

Dalton, Dan R., Krackhardt, David M., and Porter, Lyhman W. Functional turnover: An empirical assessment 716
Dawis, René V. *See* Sung, Yong H.
Dawson, Nancy E. *See* Jonah, Brian A.
DeNisi, Angelo S. *See* Schriesheim, Chester A.
de Pontbriand, Rene. *See* Dipboye, Robert L.
Devine, Patricia G. *See* Malpass, Roy S.
Dill, Charles A. *See* Evans, Richard I.
Dipboye, Robert L., and de Pontbriand, Rene. Correlates of employee reactions to performance appraisals and appraisal systems 248
Dowrick, Peter W., and Hood, Marie. Comparison of self-modeling and small cash incentives in a sheltered workshop 394
Duchon, Dennis, and Jago, Arthur G. Equity and the performance of major league baseball players: An extension of Lord and Hohenfeld 728
Dunbar, Stephen B. *See* Linn, Robert L.

Eggert, James. *See* Porac, Joseph F.
Ellis, Hadyn D. *See* Christie, Donald F. M.
Evans, Richard I., Rozelle, Richard M., Maxwell, Scott E., Raines, Bettye E., Dill, Charles A., Guthrie, Tanya J., Henderson, Allen H., and Hill, Peter C. Social modeling films to deter smoking in adolescents: Results of a three-year field investigation 399

Feldman, Jack M. Beyond attribution theory: Cognitive processes in performance appraisal ... 127
Ferguson, Tamara J. *See* Wells, Gary L.
Floody, Dale R. Further systematic research with biorhythms 520
Frey, Robert L., Jr. *See* Korman, Abraham K.
Friedland, Nehemia. *See* Keinan, Giora.
Fromkin, Howard L. *See* Tolchinsky, Paul D.

Ganster, Daniel C. *See* Tolchinsky, Paul D.
Garland, Howard. *See* Price, Kenneth H.
Glick, William. *See* Roberts, Karlene H.
Glickman, Albert S. *See* Korman, Abraham K.
Golan, Jacob. *See* Adler, Seymour.
Gough, Harrison G., and Weiss, Daniel S. A nontransformational test of intellectual competence 102
Greco, Susan. *See* Lee, Raymond.
Guthrie, Tanya J. *See* Evans, Richard I.

Hammer, Tove Helland, and Berman, Michael. The role of noneconomic factors in faculty union voting 415
Hammer, Tove Helland, and Landau, Jacqueline. Methodological issues in the use of absence data 574
Hammer, Tove Helland, Landau, Jacqueline C., and Stern, Robert N. Absenteeism when workers have a voice: The case of employee ownership 561
Hargrett, Nancy T. Potential behavioral consequences of attributions of locus of control 63
Harkness, Allan R. *See* Arkes, Hal R.
Harnisch, Delwyn L. *See* Linn, Robert L.
Harrell, Adrian M., and Stahl, Michael J. A behavioral decision theory approach for measuring McClelland's trichotomy of needs 242
Hazer, John T., and Alvares, Kenneth M. Police work values during organizational entry and assimilation 12
Henderson, Allen H. *See* Evans, Richard I.
Hill, Peter C. *See* Baxter, James C.
Hill, Peter C. *See* Evans, Richard I.
Hollin, Clive R. *See* Clifford, Brian R.

Hom, Peter W., and Hulin, Charles L. A competitive test of the prediction of re-enlistment by several models 23
Hom, Peter W. *See* Katerberg, Ralph.
Hood, Marie. *See* Dowrick, Peter W.
Hulin, Charles L. *See* Hom, Peter W.
Hunter, John E. *See* Schmidt, Frank L.

Inn, Andres. *See* Wendelken, Derek J.
Ivancevich, John M., and Smith, Samuel V. Goal setting interview skills training: Simulated and on-the-job analysis 697

Jago, Arthur G. *See* Duchon, Dennis.
Jerdee, Thomas H. *See* Rosen, Benson.
Johnson, Thomas W. *See* Tracy, Lane.
Jonah, Brian A., Bradley, John S., and Dawson, Nancy E. Predicting individual subjective responses to traffic noise 490

Kalb, Laura S. *See* Mitchell, Terence R.
Kaplan, Elizabeth M., and Cowen, Emory L. Interpersonal helping behavior of industrial foremen 633
Katerberg, Ralph, and Hom, Peter W. Effects of within-group and between-groups variation in leadership 218
Keaveny, Timothy J. *See* Allen, Robert E.
Keinan, Giora, Friedland, Nehemia, Yitzhaky, Jacob, and Moran, Arie. Biographical, physiological, and personality variables as predictors of performance under sickness-inducing motion 233
Kipnis, David, Schmidt, Stuart, Price, Karl, and Stitt, Christopher. Why do I like thee: Is it your performance or my orders? 324
Komaki, Judi. A behavioral view of paradigm debates: Let the data speak 111
Konar, Ellen. Explaining racial differences in job satisfaction: A reexamination of the data ... 522
Korman, Abraham K., Glickman, Albert S., and Frey, Robert L., Jr. More is not better: Two failures of incentive theory 255
Krackhardt, David M. *See* Dalton, Dan R.
Krouse, Frances L. Effects of pose, pose change, and delay on face recognition performance ... 651

Lahey, Mary Anne, and Saal, Frank E. Evidence incompatible with a cognitive compatibility theory of rating behavior 706
Landau, Jacqueline C. *See* Hammer, Tove Helland.
Laughery, Kenneth R. *See* Mauldin, Michael A.
Laxar, Kevin. *See* Moeller, George.
Lee, Raymond, Malone, Michael, and Greco, Susan. Multitrait–multimethod–multirater analysis of performance ratings for law enforcement personnel 625
Leippe, Michael R. *See* Wells, Gary L.
León, Federico R. The role of positive and negative outcomes in the causation of motivational forces 45
Lindsay, R. C. L., Wells, Gary L., and Rumpel, Carolyn M. Can people detect eyewitness-identification accuracy within and across situations? 79
Lindsay, R. C. L. *See* Wells, Gary L.
Linn, Robert L., Harnisch, Delwyn L., and Dunbar, Stephen B. Corrections for range restriction: An empirical investigation of conditions resulting in conservative corrections 655
Lord, Robert G. *See* Rush, Michael C.
Love, Kevin G. Comparison of peer assessment methods: Reliability, validity, friendship bias, and user reaction 451
Lunn, Robert O. *See* Rosen, Benson.
Luthans, Fred, Paul, Robert, and Baker, Douglas. An experimental analysis of the impact of contingent reinforcement on salespersons' performance behavior 314
Luther, David. *See* Mowen, John C.

Malone, Michael. *See* Lee, Raymond.
Malpass, Roy S., and Devine, Patricia G. Eyewitness identification: Lineup instructions and the absence of the offender 482
Malpass, Roy S. and Devine, Patricia G. Guided memory in eyewitness identification 343
Martin, Thomas N., Price, J. L., and Mueller, C. W. Job performance and turnover 116
Matsui, Tamao, Okada, Akinori, and Mizuguchi, Reiji. Expectancy theory prediction of the goal theory postulate, "The harder the goals, the higher the performance" 54

Maddin, Michael A., and Laughery, Kenneth R. Composite production effects on subsequent facial recognition 351
Maxwell, Scott E., Camp, Cameron J., and Arvey, Richard D. Measures of strength of association: A comparative examination 525
Maxwell, Scott E. *See* Evans, Richard I.
McCuddy, Michael K. *See* Tolchinsky, Paul D.
McElroy, James C. *See* Morrow, Paula C.
Middlemist, R. Dennis. *See* Mowen, John C.
Mitchell, Michelle. *See* Blackburn, Richard S.
Mitchell, Terence R., and Kalb, Laura S. Effects of outcome knowledge and outcome valence on supervisors' evaluations 604
Mizuguchi, Reiji. *See* Matsui, Tamao.
Moeller, George, Chattin, Craig, Rogers, William, Laxar, Kevin, and Ryack, Bernard. Performance effects with repeated exposure to the diving environment 502
Moran, Arie. *See* Keinan, Giora.
Morello, Enric. *See* Webb, Noreen M.
Morrow, Paula C., and McElroy, James C. Interior office design and visitor response: A constructive replication 646
Mowday, Richard T. Viewing turnover from the perspective of those who remain: The relationship of job attitudes to attributions of the causes of turnover 120
Mowen, John C., Middlemist, R. Dennis, and Luther, David. Joint effects of assigned goal level and incentive structure on task performance: A laboratory study 598
Mueller, C. W. *See* Martin, Thomas N.
Mueller, John H. *See* Courtois, Michael R.
Murray, Sarah G. Personality characteristics of adult women with low and high profiles on the SCII or SVIB occupational scales 422

Nottenburg, Gail. *See* Porac, Joseph F.

O'Brien, Gordon E. Leisure attributes and retirement satisfaction 371
Okada, Akinori. *See* Matsui, Tamao.
Orne, Emily Carota. *See* Waid, William M.
Orne, Martin T. *See* Waid, William M.
Orpen, Christopher. Effect of flexible working hours on employee satisfaction and performance: A field experiment 113
Orwin, Robert G. Measuring percentage change: Assumptions underlying unbiased treatment estimates 671
Osburn, H. G., Timmreck, Carol, and Bigby, Dave. Effect of dimensional relevance on accuracy of simulated hiring decisions by employment interviewers 159
Osburn, H. G. *See* Callender, John C.

Paul, Robert. *See* Luthans, Fred.
Pearlman, Kenneth. *See* Schmidt, Frank L.
Perry, Bradley S. *See* Stern, Robert M.
Phillips, James S. *See* Barrett, Gerald V.
Phillips, James S. *See* Rush, Michael C.
Porac, Joseph F., Nottenburg, Gail, and Eggert, James. On extending Weiner's attributional model to organizational contexts 124
Porter, Lyhman W. *See* Dalton, Dan R.
Price, J. L. *See* Martin, Thomas N.
Price, Karl. *See* Kipnis, David.
Price, Kenneth H. and Garland, Howard. Compliance with a leader's suggestions as a function of perceived leader/member competence and potential reciprocity 329
Prince, J. Bruce. *See* Brousseau, Kenneth R.
Pulling, Nathaniel H. *See* Sturgis, Samuel P.

Raines, Bettye E. *See* Evans, Richard I.
Ramos, Robert A. Employment battery performance of Hispanic applicants as a function of English or Spanish test instructions 291
Randolph, W. Alan. Cross-lagged correlational analysis in dynamic settings 431
Roberts, Karlene H., and Glick, William. The job characteristics approach to task design: A critical review 193
Rogers, William. *See* Moeller, George.
Rosen, Benson, Jerdee, Thomas H., and Lunn, Robert O. Effects of performance appraisal format, age and performance level on retirement decisions 515

Rozelle, Richard M., and Baxter, James C. Influence of role pressures on the perceiver: Judgments of videotaped interviews varying judge accountability and responsibility 437
Rozelle, Richard M. *See* Baxter, James C.
Rozelle, Richard M. *See* Evans, Richard I.
Rumpel, Carolyn M. *See* Lindsay, R. C. L.
Rush, Michael C., and Beauvais, Laura L. A critical analysis of format-induced versus subject-imposed bias in leadership ratings 722
Rush, Michael C., Phillips, James S., and Lord, Robert G. Effects of a temporal delay in rating on leader behavior descriptions: A laboratory investigation 442
Ryack, Bernard. *See* Moeller, George.

Saal, Frank E. *See* Lahey, Mary Anne.
Saville, Paul D. *See* Arkes, Hal R.
Schmidt, Frank L., Hunter, John E., and Caplan, James R. Validity generalization results for two job groups in the petroleum industry 261
Schmidt, Frank L., Hunter, John E., and Pearlman, Kenneth. Task differences as moderators of aptitude test validity in selection: A red herring 166
Correction 670
Schmidt, Stuart. *See* Kipnis, David.
Schneier, Craig Eric. *See* Bartol, Kathryn M.
Schriesheim, Chester A., and DeNisi, Angelo S. Task dimensions as moderators of the effects of instrumental leadership: A two-sample replicated test of path–goal leadership theory 589
Shaffer, David R., and Tomarelli, Michele. Bias in the ivory tower: An unintended consequence of the Buckley Amendment for graduate admissions? 7
Shavelson, Richard J. *See* Webb, Noreen M.
Shea, Jerry. *See* Webb, Noreen M.
Smith, Patricia Cain. *See* Bernardin, H. John.
Smith, Samuel V. *See* Ivancevich, John M.
Spector, Paul E., Voissem, Norman H., and Cone, Walter L. A Monte Carlo study of three approaches to nonorthogonal analysis of variance 535
Spencer, Daniel G., and Steers, Richard M. Performance as a moderator of the job satisfaction–turnover relationship 511
Stahl, Michael J. *See* Harrell, Adrian M.
Steers, Richard M. *See* Spencer, Daniel G.
Stern, Robert M., Breen, John P., Watanabe, Takami, and Perry, Bradley S. Effect of feedback of physiological information on responses to innocent associations and guilty knowledge ... 677
Stern, Robert N. *See* Hammer, Tove Helland.
Stitt, Christopher. *See* Kipnis, David.
Sturgis, Samuel P., Pulling, Nathaniel H., and Vaillancourt, Donald R. Measuring drivers' glare sensitivity: Evaluation of an automated technique 97
Sung, Yong H., and Dawis, René V. Level and factor structure differences in selected abilities across race and sex groups 613

Terpstra, David E. Relationship between methodological rigor and reported outcomes in organization development evaluation research 541
Timmreck, Carol. *See* Osburn, H. G.
Tolchinsky, Paul D., McCuddy, Michael K., Adams, Jerome, Ganster, Daniel C., Woodman, Richard W., and Fromkin, Howard L. Employee perceptions of invasion of privacy: A field simulation experiment 308
Tomarelli, Michele. *See* Shaffer, David R.
Tracy, Lane, and Johnson, Thomas W. What do the role conflict and role ambiguity scales measure? 464

Vaillancourt, Donald R. *See* Sturgis, Samuel P.
Vecchio, Robert P. An individual-differences interpretation of the conflicting predictions generated by equity theory and expectancy theory 470
Voissem, Norman H. *See* Spector, Paul E.

Waid, William M., Orne, Emily Carota, and Orne, Martin T. Selective memory for social information, alertness, and physiological arousal in the detection of deception 224
Watanabe, Takami. *See* Stern, Robert M.
Watson, Collin J. An evaluation of some aspects of the Steers and Rhodes model of employee attendance 385

Webb, Noreen M., Shavelson, Richard J., Shea, Jerry, and Morello, Enric. Generalizability of general education development ratings of jobs in the United States 186
Weiss, Daniel S. *See* Gough, Harrison G.
Weiss, Howard M., and Adler, Seymour. Cognitive complexity and the structure of implicit leadership theories 69
Wells, Gary L., Ferguson, Tamara J., and Lindsay, R. C. L. The tractability of eyewitness confidence and its implications for triers of fact 688
Wells, Gary L., and Leippe, Michael R. How do triers of fact infer the accuracy of eyewitness identifications? Using memory for peripheral detail can be misleading 682
Wells, Gary L. *See* Lindsay, R. C. L.
Wendelken, Derek J., and Inn, Andres. Nonperformance influences on performance evaluations: A laboratory phenomenon? 149
Woodman, Richard W. *See* Tolchinsky, Paul D.
Wortmann, Robert L. *See* Arkes, Hal R.

Yitzhaky, Jacob. *See* Keinan, Giora.

Zaharia, E. S., and Baumeister, A. A. Job preview effects during the critical initial employment period 19

OTHER

Acknowledgment of ad hoc reviewers 733
Correction to Reilly, Zedeck, and Tenopyr 6
Guion appointed Editor ..... October b, December b
Instructions to authors 534, 687
Manuscripts accepted for publication 192, 393, 524, 632, 715